



STATE OF NEVADA
Department of Administration
Division of Human Resource Management

CLASS SPECIFICATION

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
INDUSTRIAL THERAPIST	32	B	10.626

Under general direction, Industrial Therapists develop and implement therapeutic work activities for individuals with physical and/or cognitive disabilities or work-related injuries in order to prepare patients to resume employment.

Review background information of referred patient; interview patient regarding symptoms, complaints and work history; review medical records and vocational, rehabilitative and psychiatric histories; and confer with other health professionals to obtain information regarding current health status.

Assess patient's functional level of endurance and tolerance to work activity; evaluate patient's mobility limitations and capabilities in areas such as climbing, squatting and kneeling; observe work postures and body mechanics; and assess patient's strength including the ability to lift measured amounts of weight.

Develop treatment plans and implement treatment programs incorporating functional/work activities, and job simulation tasks to meet treatment goals; orient patients to clinic procedures and safety rules and regulations; instruct and supervise patients in work activity skills and the use of correct body mechanic techniques; monitor patient performance in clinic activities and document progress; re-assess patient's functional capacities at scheduled intervals and modify treatment goals as indicated.

Observe patients during therapeutic activities to identify non-verbal pain behaviors and the need for medical attention; take vital signs as needed; perform first aid and cardiopulmonary resuscitation in emergency situations according to established policies.

Maintain documentation of patient's attendance and performance in industrial therapy; document patient's status and response to treatment via comprehensive evaluation, progress and discharge reports.

Participate in interdisciplinary team meetings to gather and disseminate patient information; provide oral and written reports to physicians regarding patient's performance in therapy; assist in establishing treatment team program goals for patient treatment.

Supervise therapy technicians assisting in implementation of treatment programs; assign patients to therapy technician; instruct technicians in specific treatment modalities and procedures for individual treatment plans; and advise of specific patient precautions and/or restrictions.

Participate in program development and program outcome studies as requested; provide documentation for program evaluation and quality assurance studies.

Perform related duties as assigned.

MINIMUM QUALIFICATIONS

SPECIAL REQUIREMENT:

- * CPR certification is required at time of appointment and a condition of continuing employment.

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university with a major in industrial arts, trade and industrial education, industrial technology, vocational rehabilitation, vocational education, occupational therapy or related field, and one year of experience developing vocational or manual arts curriculum or treatment plans, supervising students/patients activities, monitoring progress, and providing technical support. (*See Special Requirement*)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Working knowledge of: various teaching methods; observation techniques and documentation skills; general procedures and techniques used in woodworking, sheet metal, drafting and/or other industrial, vocational, and/or manual arts; counseling principles and techniques. **General knowledge of:** physical/cognitive disabilities and their limitations. **Ability to:** apply the knowledge and safety factors of various work activities used in industrial therapy; accurately record pertinent information; communicate effectively both orally and in writing; establish a therapeutic relationship and apply basic counseling methods and techniques; establish and maintain positive working relationships with patients, peers, referral sources and other individuals involved in the treatment plan.

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

Working knowledge of: medical and therapeutic skills as related to physical and industrial rehabilitation; physical and cognitive requirements of various vocations; testing and evaluation techniques used in industrial therapy; medical terminology and documentation procedures related to patient treatment and recordkeeping, program assessment, medical history information and medical services; agency policies and procedures and Occupational Safety and Health Standards; agency policies and procedures related to patient/client care, confidentiality, patient/client rights, and code of ethics. **General knowledge of:** State workers' compensation policies and procedures; other rehabilitation therapy services. **Ability to:** evaluate a patient's current level of functioning; select, administer and interpret appropriate work activities/job simulation tasks to meet individual patient goals; ability to design job-specific treatment programs based on job analysis information; recognize non-verbal pain behavior; document patient behavioral characteristics as well as levels of functioning; assess patient's progress and response to treatment and modify treatment program as appropriate; provide services in a professional manner and promote a positive public image for the agency.

This class specification is used for classification, recruitment and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this class.

10.626

ESTABLISHED: 5/19/77
REVISED: 3/9/79
REVISED: 7/1/87-12P
4/11/86PC
REVISED: 7/1/99P
10/2/98PC